



An Army of One

**U.S. Department of Army
Personnel Transformation Directorate**

**Human Resources
Information Technology (IT)
Conference**



October 28,

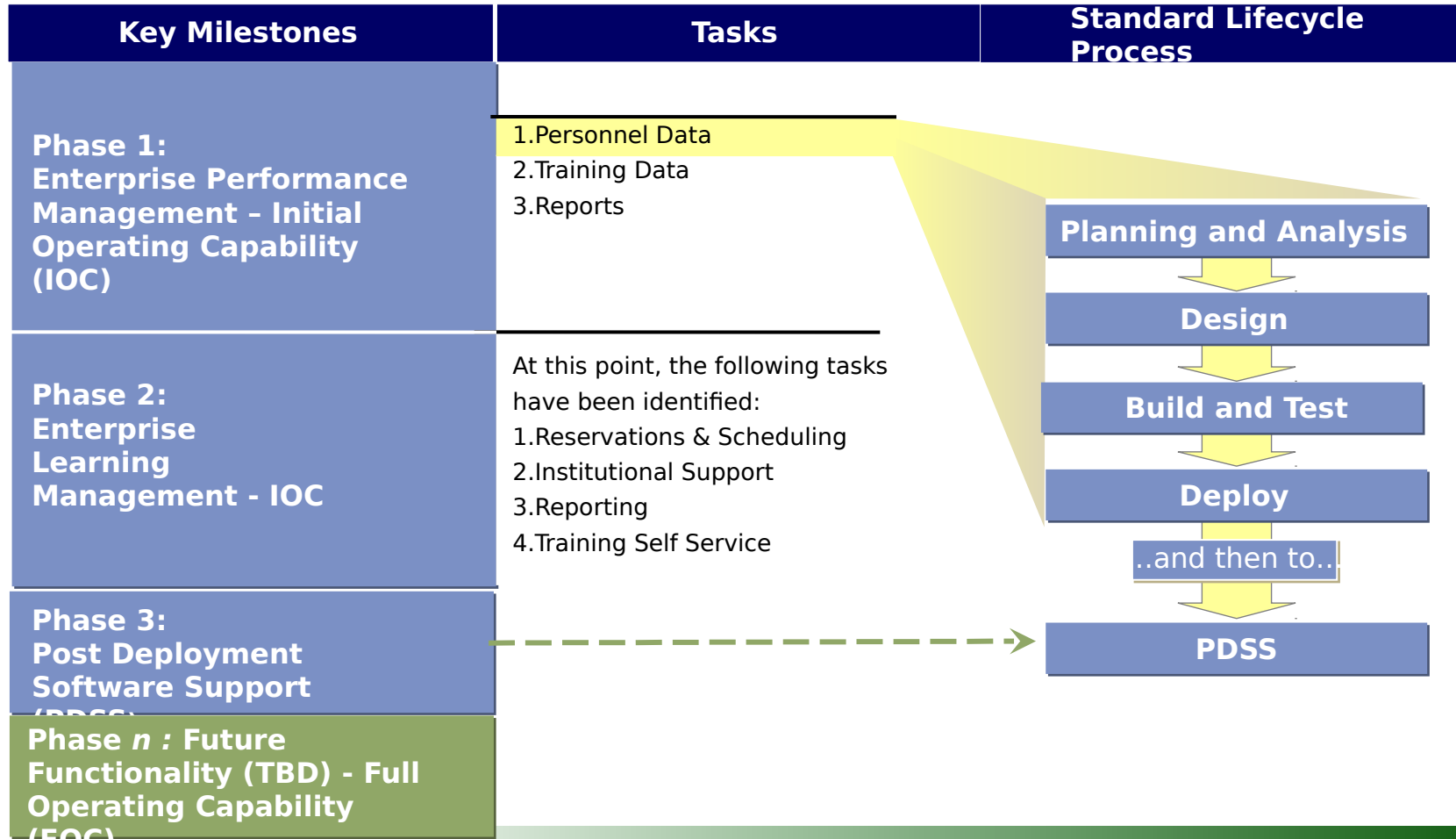
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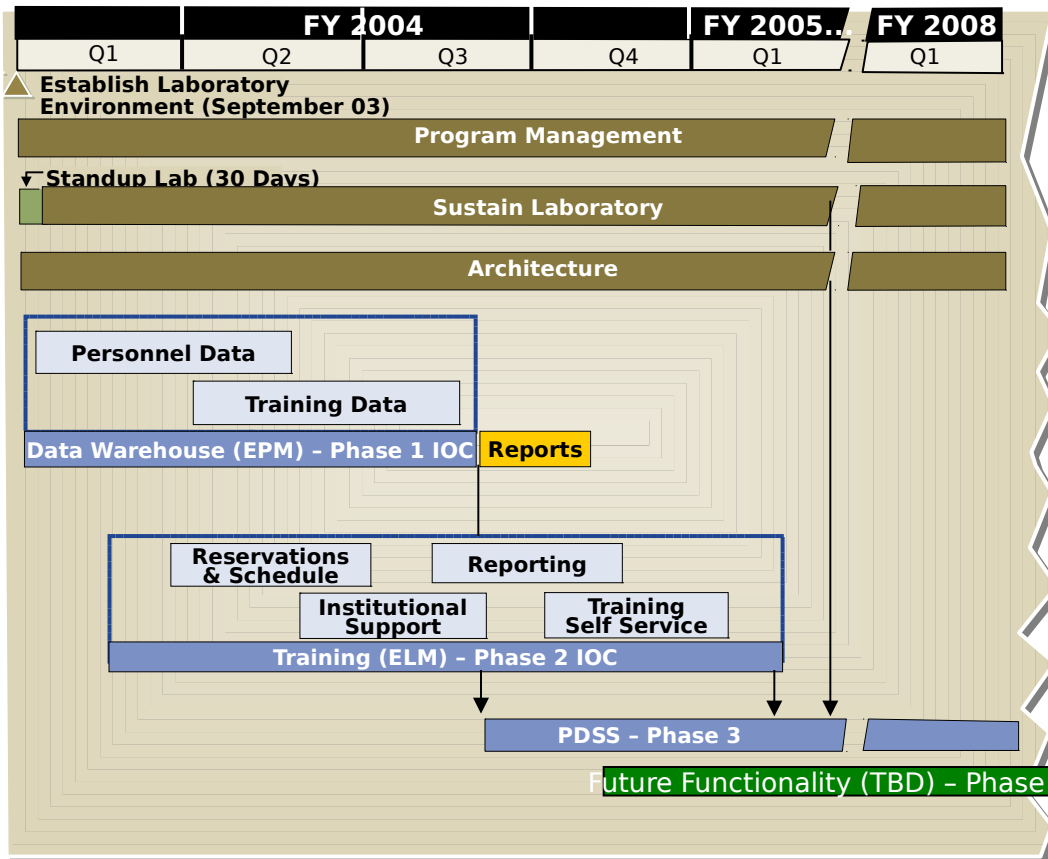
Status of Contract

- ◆ **On September 30, 2003, a Blanket Purchase Agreement (BPA) was awarded to Accenture LLP for the implementation of the Army's HR functions that fall outside of the Defense Integrated Military Human Resources Management System (DIMHRS).**
- ◆ **Army eHRS holistically fulfills the Army's capabilities and functions required to efficiently manage all manpower and personnel assets throughout the entire enterprise that are not yet subsumed by DIMHRS as well as those which the full DIMHRS may not address.**
- ◆ **The Army system will be seamlessly integrated with DIMHRS.**

Implementation Overview – Tasks



Implementation Overview – Timeline



◆ Initial Operating Capabilities (IOC)

- eHRS Lab Facility: Sept '03
- EPM IOC: Q3 FY '04
- ELM IOC: Q1 FY '05

◆ Full Operating Capabilities (FOC)

- FY '08

Implementation Overview – Strategy



- ◆ **Work in concert with the DIMHRS team**
- ◆ **Develop a technical platform that is scalable and interoperable with
DIMHRS**
- ◆ **Implement PeopleSoft EPM to provide a central data repository**
- ◆ **Implement PeopleSoft ELM to integrate training with core HR systems**
- ◆ **Achieve stakeholder support through:**
 - **Journey and Change Management**
 - **Business Process Reengineering (BPR)**
 - **General Working Sessions**
 - **Implementation Sessions**

Implementation Overview – Advantages

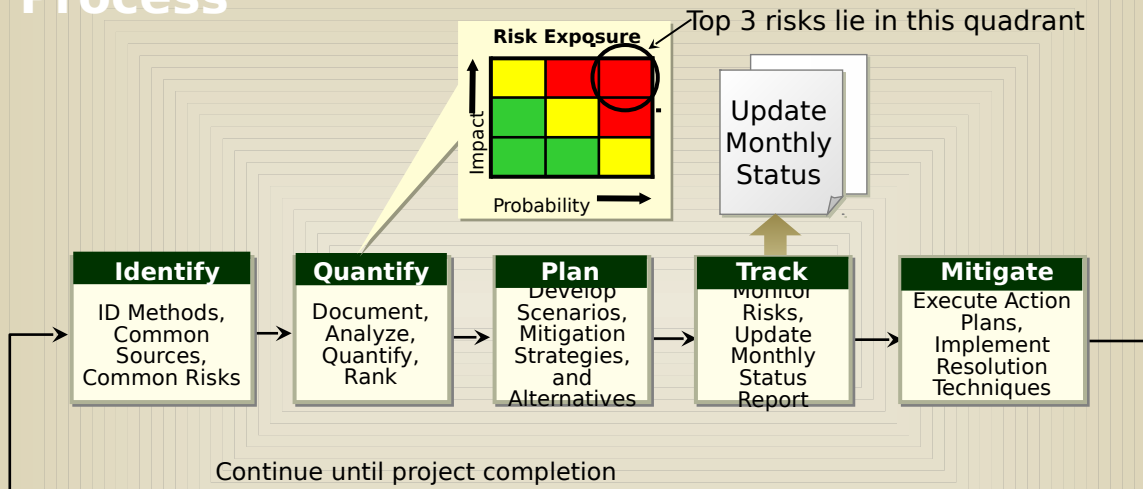


- ◆ **Phased Functionality**
 - **Deliver required functionality**
 - **Deliver functionality early**
 - **Provide flexibility for future releases**
 - **Incorporate lessons learned**
 - **Leverage technology innovations**
- ◆ **Entry/Exit Criteria**
 - **Reduce risk by managing scope**
 - **Improve software quality**
- ◆ **Rationale and Alternatives**
 - **Proven approach to reduce risk**
 - **Deferred dependence on DIMHRS**

Risk Management



Risk Mitigation Process



Top Three Risks:

- ◆ **Coordinate Army eHRS and DIMHRS Schedule/Systems Integration**
- ◆ **Coordinate Data Standardization/Conversion**
- ◆ **Maintain Senior Leader Sponsorship and End User Acceptance**

Journey and Change Management - Objectives



- ◆ **Facilitate a smooth transition from the current operating environment to the envisioned operating environment**
- ◆ **Provide users with the skills and support they require to perform their jobs efficiently and effectively, both in the short and long-term**
- ◆ **Provide effective knowledge transfer of policy, procedure, process, and systems information**
- ◆ **Effectively address concerns regarding the transition to Army eHRS and assist users in their familiarity with the new system**

Journey and Change Management – Training Approach



- ◆ **Identify functionality, develop a training schedule and materials, and conduct training**
- ◆ **Obtain input that would help the Army eHRS leadership team decide on what, if any, changes should be made to the new functionality**
- ◆ **Incorporate user feedback into the system**
- ◆ **Provide a set of tools that can be used to train new staff members and can be updated for new releases of the software packages**

**Assess
Army Training
Needs**

**Develop
Training
Schedule**

**Prepare
Training
Material**

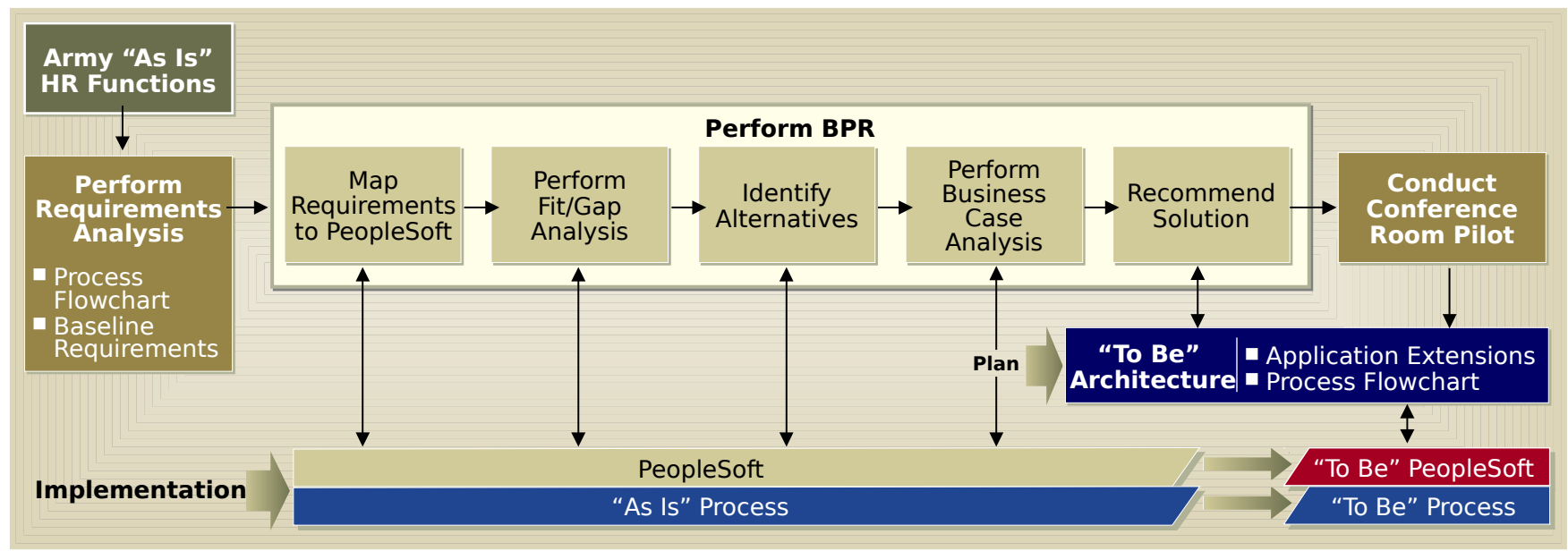
**Conduct
Training
Sessions**

**Gather User
Feedback and
Evaluation**

**Incorporate
Feedback into
System**

S

Business Process Reengineering (BPR)



Adopting best practices limits customization and reduces lifecycle costs

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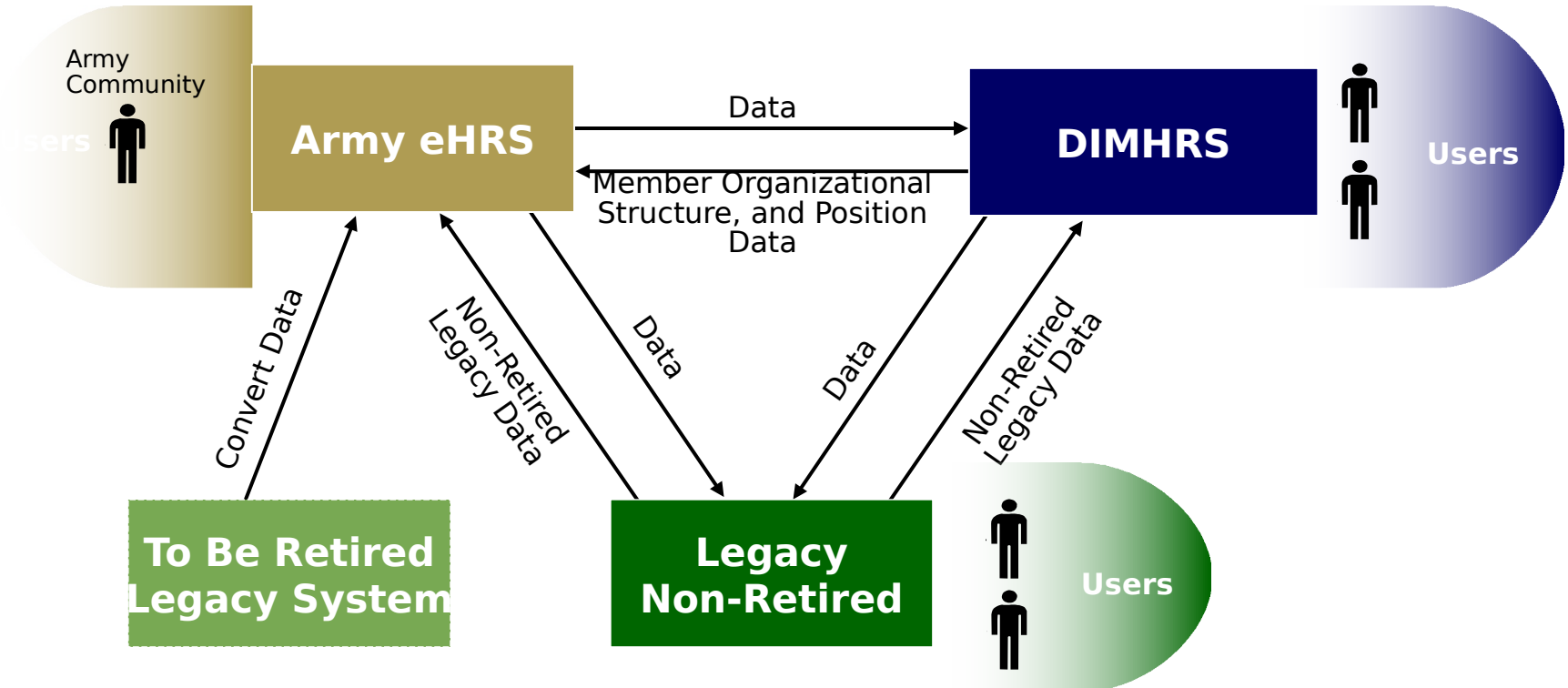
Data Migration Strategy

- ◆ **Perform data mapping and migration design to confirm that all data required by the target application will be available**
- ◆ **Develop the conversion programs and creation, cleansing, and migration procedures for Army eHRS**
- ◆ **Utilize the procedures to populate data into the target application so that it becomes the system of record for the associated data**
- ◆ **Define an initial legacy conversion approach that will address consolidation of the current data and training management functionality**

High-Level Architecture Concept – Operational View



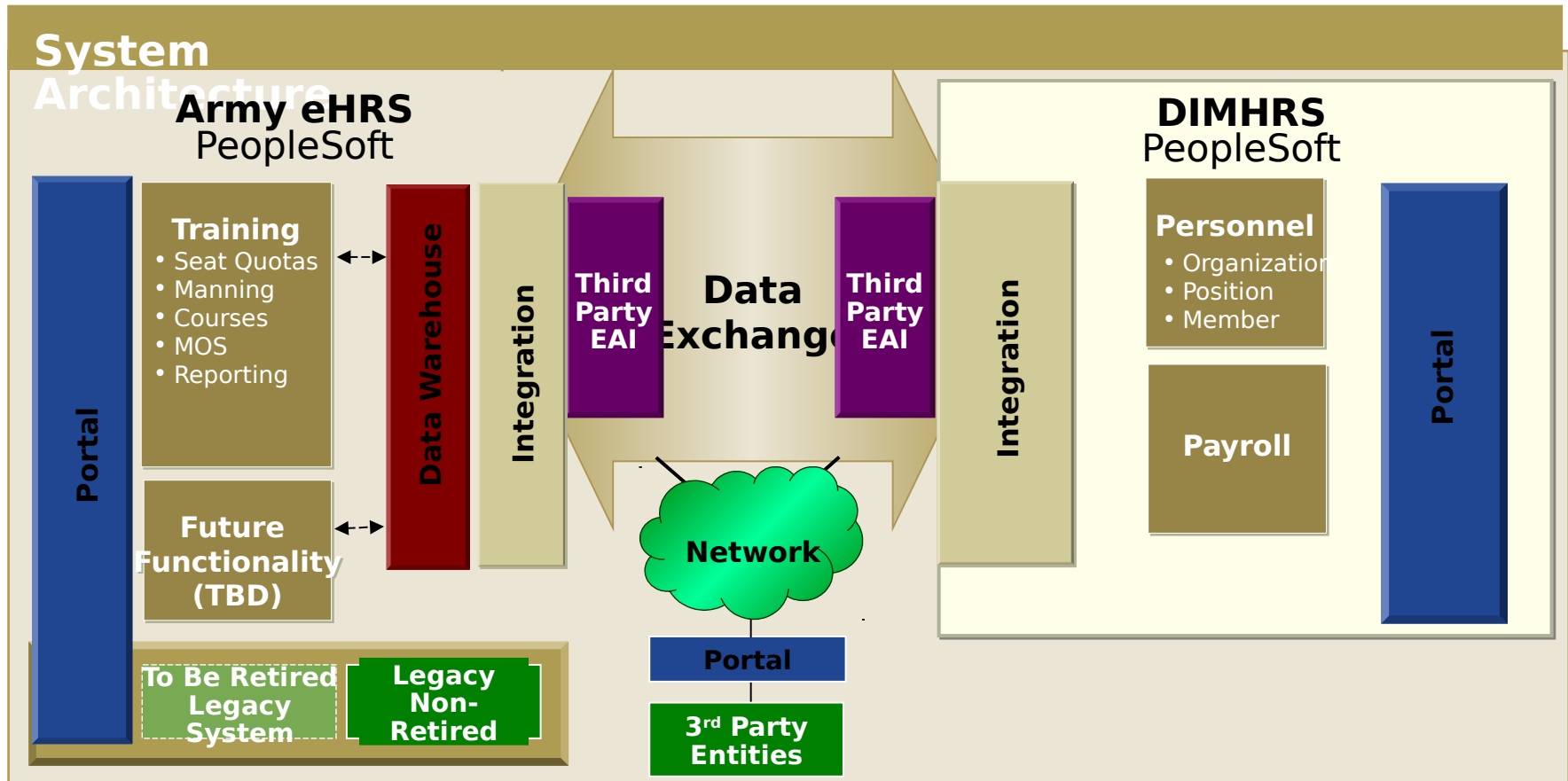
Operational



***The Operational Architecture supports the evolving Army eHRS
functionality***

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High-Level Architecture Concept – System View



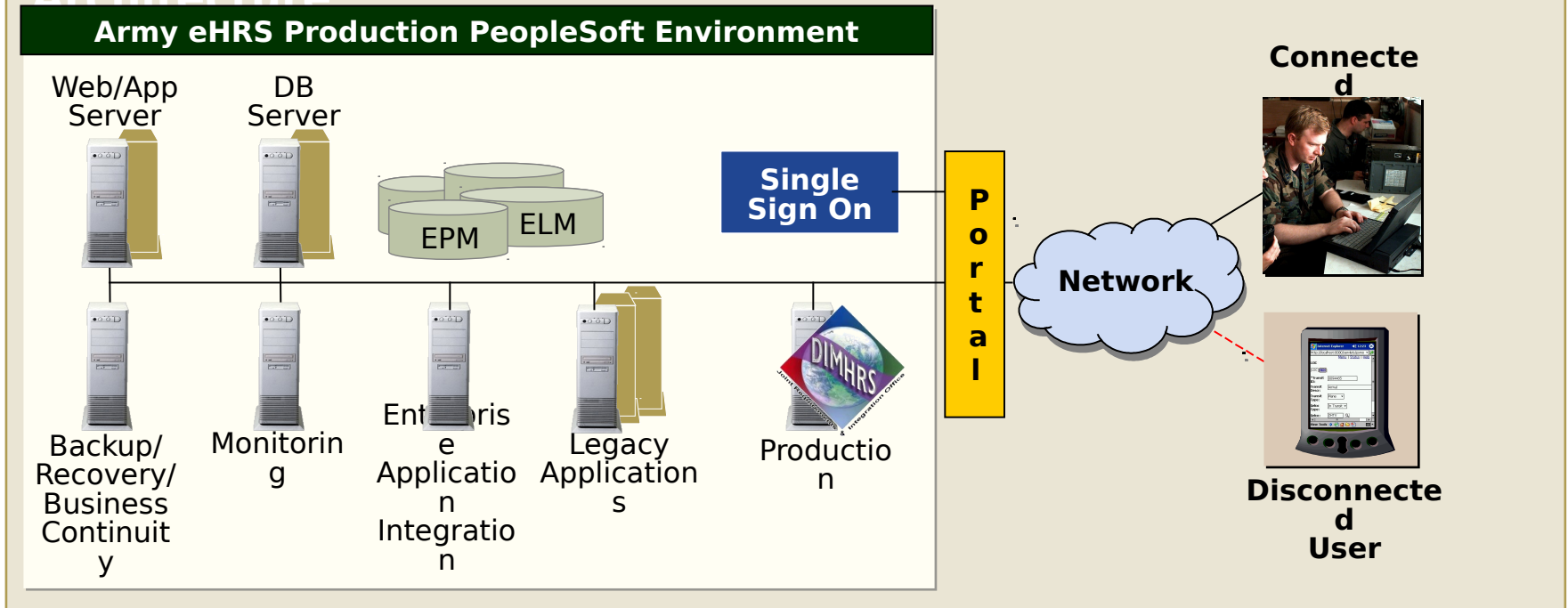
***The System Architecture supports the enterprise
Human Resources (eHRS) Vision***

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High-Level Architecture Concept - Technical View



Technical Architecture



The secure web-based Technical Architecture is scalable and designed to provide flexibility and compliance

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Transition Strategy

◆ Transition

- **Bundle changes into releases**
- **Use of a production-ready staging environment**
- **Integrated with knowledge transfer and training activities**

◆ Proven Configuration Management Approach

- **Level 3 Rating for Capability Maturity Model Integration (CMMI)**
 - **Accenture is in the process of CMMI Level 4 certification**
- **Control Tools**
 - **Migration**
 - **Version**
- **Configuration Control Board (CCB)**



Points of Contact

◆ APT Directorate

- **Ms. Lois Hickey, Director**
- **Mr. Edward Arnold, Chief of Strategy & Finance**
- **MAJ Lisa Anderson**
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◆ Accenture LLP

- **John Goodman, Director of Army Programs**
- **Linda Singh, Program Manager**